



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Hochnowska

**Respondents:** (1) City Tailors Trading Limited  
(2) City Tailors Limited  
(3) Mr M Aydin  
(4) Mr B Aydin

**Heard at:** Bristol **On:** 15 to 18 November 2021

**Before:** Employment Judge Livesey  
Mr K Ghotbi-Ravandi  
Ms Y Ramsaran

## Representation

Claimant: Miss Inkin, consultant

Respondents: Mr Iqbal, the Fourth Respondent's friend, present for the 15 November 2021 only, thereafter, in person

# JUDGMENT

1. All claims against the First Respondent are dismissed upon withdrawal.
2. The claims of failure to make reasonable adjustments and of unpaid holiday pay are dismissed upon withdrawal.
3. The complaints of unfair dismissal under s. 99 of the Employment Rights Act, unlawful deductions from wages, breach of contract, discrimination on the grounds of maternity and discrimination arising from disability are dismissed. All claims against the Third and Fourth Respondents are therefore also dismissed.
4. The complaint of unfair dismissal under s. 98 of the Act succeeds against the Second Respondent and the Claimant is awarded compensation in the total sum of £788.15 comprising;
  - (1) A basic award of £349.13, that figure having been reduced by 65% under s. 122 (2) of the Act;
  - (2) A compensatory award of £439.02, that figure having been reduced under the principle derived from the case of *Polkey* by 60%, increased under s. 207A of the Trade Union and Labour Relations (Consolidation) Act by 25% and reduced by a further 65% under s. 123 (6) of the Act.
5. The recoupment provisions do not apply.

Employment Judge Livesey  
Date: 18 November 2021

Judgment sent to parties: 9 December 2021

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.